



Indiana Early Learning Advisory Committee

Workforce and Professional Development Workgroup

Meeting Minutes Summary

November 12, 2015

1:30-3:30pm

Attendees: Dianna Wallace, Erin Kissling, Christina VanOdsol, John Burnett, Hanan Osman, Dan Hodge, Kyle Wehmann; *On Phone:* Pat Clark, Tammy Veselsky, Becky Carothers

Key Topics Discussed

ELAC Updates

- The Strategic Plan will be finalized and unveiled at the January Kickoff Meeting on January 14, 2016 from 10am – 4pm (Save the date!).
- Next Annual Report is under development to be completed before the General Assembly takes session in January. Workgroups are asked to suggest recommendations for this report.
- New and Reappointed Committee Members (2-year terms are up): Kevin Bain, Melanie Brizzi, Charlie Geier, Connie Sherman, Robin Atkins, Christopher Stokes and Cindy Frey.
- A new ELAC website is under development: www.elacindiana.org.

Other Updates

- The Foundations are in full roll-out mode. The online training is still in “beta” version; 85 coaches were trained in September. Next steps include generating guidance documents for classroom teachers and program directors, and beginning a conversation about deeper level training that leads to classroom implementation.
- IACCRR is currently looking into T/TA systems that already exist to leverage resources and making sure there is ample training around CCDBG reauthorization. The CCR&R system is documenting its current offerings and working on creating a cohesive statewide system with more standardized professional development for providers at different levels.

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- The Indiana Professional Development Network established four priorities at the meeting held on November 4th: 1) revision and expansion of the Core Knowledge and Competencies (CKC), 2) Career Pathways; 3) Training and Trainer Approval System and 4) Workforce Registry. Hanan Osman, in cooperation with OECOSL, is taking the lead to complete the revision and expansion of the CKCs and the Career Pathways. OECOSL is leading the work related to the Trainer and Training Approval System and the Workforce Registry.
- The workgroup reviewed and discussed the September ELAC presentation (workgroup has not met since then). The Needs Assessment on Indiana's Early Childhood Workforce and the Berkeley Higher Education Inventory study.
- Review of Proposed ELAC Annual Report Dashboard, Workforce Section
- A draft of the dashboard of key indicators was shared and reviewed.
- Dianna recommended showing trend data for the Hoosier Children and Families section.
- Workgroup recommended using "arrows" to reflect change in trend data instead of the words: "improved" and "worsened"
- John recommended including an asterisk on the "Early Childhood Workforce" category heading in dashboard detailing the lack of consistent and comprehensive data and the limitations of the DWD/BJIS data.
- Workgroup noted concern using the term "workforce" if only counting the DWD categories of Preschool Teacher and Child Care Worker.
- Instead, it was discussed that a better picture of the workforce may be the number of teachers/staff employed in centers, homes, ministries, public schools, etc. OECOSL should have this data in CCIS.
- Dianna questioned if there is more recent, comparative data to the 2005 economic impact study.
- Erin noted that IDOE might have public school data about pre-k teachers to include.
- Discussed how to show the number of people enrolled in ECE classes or the number of people who have graduated with ECE degrees for the second key indicator in the dashboard.

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- Discussed included information on teaching licensure. .

Review of Draft ELAC Logic Model

- Reviewed the draft logic model and proposed some recommendations that will be shared with the Guiding Team tomorrow. The main concern was not seeing the term "workforce" mentioned anywhere.

Key Questions Raised

1. How would the DWD OES category of Teacher Assistants be disaggregated? Could it be? Should this be a recommendation?
2. How might we create a demonstration project within Indiana to try and disaggregate this type of data and what would it look like? Would we include DOE, DWD, and FSSA?

Action Steps

1. **Workgroup Chairs** will take the lead on gathering the data for the dashboard in the ELAC report.
2. **Dianna and Hanan** will create the first draft of the one-page summary on workforce data collected this year to include in the ELAC annual report.
3. **Kyle** will find and post the link to 2012 National Survey of Early Care and Education, Workforce Provider Survey Report (one of the most comprehensive studies in the nation ever done on ECE).

Next Meeting: Thursday, December 10, 2015

Location: Indiana Association for the Education of Young Children, Inc., (IAEYC), 4755 Kingsway Drive, Indianapolis

Conference Call #: 1-800-676-2060 Code: 105639 (*6 to mute, #6 to unmute)

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